



JOB DESCRIPTION

Job Title:	Lineman
Department:	Engineering Operations
Reports To:	Engineering Operations Manager
FLSA Status:	Non-Exempt
Date Approved:	03/27/2024

General Summary

Installs, repairs, maintains, and removes aerial and buried cable. Installs and maintains pedestals, poles, carrier sites and equipment at customer locations. Maintains right of ways and maintenance of the outside plant.

Essential Job Functions

- ◆ Builds, installs, repairs, maintains, and removes aerial cable.
- ◆ Places direct buried cable by operating plowing, digging and trenching equipment. Maintains buried cable by testing and repairing cable. Dismantles, moves and removes underground cable as appropriate. Performs related construction tasks as required.
- ◆ Maintains right of ways by trimming trees, patching and backfilling areas, and landscaping. Applies herbicides around pedestals, poles and carrier sites.
- ◆ Installs and maintains pedestals, poles, carrier sites and equipment at customer locations.
- ◆ Surveys and inspects poles and attachments as required.
- ◆ Reads engineering sheets to build facilities.
- ◆ Stocks truck supplies and materials as needed.
- ◆ Performs all other related duties as assigned by management.*

Knowledge, Skills and Abilities

- ◆ Knowledge of network line construction process.
- ◆ Knowledge of state and federal safety regulations.
- ◆ Knowledge of telecommunications equipment operations and maintenance.
- ◆ Knowledge of arbor practices.
- ◆ Knowledge of company products and services.
- ◆ Knowledge of company policies and procedures.
- ◆ Skill in operating various vehicles and construction equipment, including jack hammer air compressor, framing materials, and lasher.
- ◆ Skill in reading specification sheets, staking sheets and cable records.
- ◆ Skill in setting poles and anchors.
- ◆ Skill in oral and written communication.

- ◆ Skill in operating various office equipment such as personal computer, telephone systems, and various software programs and tools.
- ◆ Skill in mechanical repair and maintenance.
- ◆ Skill in problem solving and resolution.
- ◆ Ability to operate various vehicles and equipment, including tree and brush removal equipment.
- ◆ Ability to climb poles and work from heights without hindrance.
- ◆ Ability to communicate with co-workers and various business contacts in a professional and courteous manner.
- ◆ Ability to read and interpret documents such as maps, staking sheets, and operating and maintenance instruction manuals.
- ◆ Ability to pay close attention to detail.
- ◆ Ability to pay close attention to safety of self and others.
- ◆ Ability to work under stressful and high pressure conditions.
- ◆ Ability to work outdoors in all kinds of weather.
- ◆ Ability to work independently and make sound technical decisions using information at hand.
- ◆ Ability to effectively function as a team player.
- ◆ Ability to work overtime as well as on-call hours and weekends when necessary.
- ◆ Ability to obtain and maintain a valid Tennessee and Commercial driver's license.
- ◆ Ability to obtain and maintain a "Medical Examiner's Certificate".
- ◆ Ability to participate in social, civic and community affairs. Communicate and inform public of company products and services and provides supportive facts as needed.
- ◆ Ability to present self in a professional manner that would promote the goals and objectives of the Company at all times.
- ◆ Ability to cooperate with other employees to maintain pleasant working relationships and improved morale. To exchange ideas, information, and job experience that will benefit the organization and ensure the continued progress of the Company.

Education and Experience

High school diploma or equivalent. Prior pole climbing and line construction experience preferred.

**These tasks do not meet the Americans With Disabilities Act definition of essential job functions and are usually less than 5% of time spent. However, these tasks still constitute important performance aspects of the job.*

NOTE: The statements herein are intended to describe the general nature and level of work being performed by employees, and are not to be construed as an exhaustive list of responsibilities, duties and skills required of personnel so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.

Physical Requirements

	0-24%	25-49%	50-74%	75-100%
Seeing: Must be able to see to drive, operate machinery and equipment, and read engineering sheets and instructions.				X
Hearing: Must be able to hear well enough to communicate with employees and industry contacts.				X
Standing/Walking: Must be able to move about work site.				X
Climbing/Stooping/Kneeling: Must be able to move up and down ladders and polstoop, kneel and crawl to perform construction inspections.				X
Lifting/Pulling/Pushing: Must be able to lift at least 60lbs.				X
Fingering/Grasping/Feeling: Must be able to write, type, and use hand tools.				X

Working Conditions

This factor measures the surroundings or physical conditions under which a job must be done and the extent to which those conditions make the job disagreeable. Consider the presence and relative amount of exposure to dust, dirt, heat, fumes, contaminants, cold, noise, vibration, wetness, etc.

Somewhat disagreeable working conditions due to the continuous exposure to one or more of the elements listed above. Exposed to one element continuously or several elements occasionally, but usually not at the same time.

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